

Message Text

LIMITED OFFICIAL USE

PAGE 01 MANAMA 01087 131055Z
ACTION NEA-11

INFO OCT-01 ISO-00 CIAE-00 COME-00 EB-08 INR-10 LAB-04
NSAE-00 SIL-01 DODE-00 PA-01 ICA-11 SP-02 /049 W
-----095287 140657Z /10

R 131030Z MAY 78
FM AMEMBASSY MANAMA
TO SECSTATE WASHDC 6150
INFO AMEMBASSY ABU DHABI
AMEMBASSY DOHA
AMCONSUL DHAHRAN
AMEMBASSY JIDDA
AMEMBASSY KUWAIT
AMEMBASSY MUSCAT
USLO RIYADH

LIMITED OFFICIAL USE MANAMA 1087

E.O. 11652 N/A
TAGS: ELAB, BA
SUBJECT: GOB CIVIL SERVICE ORGANIZATION AND WAGES

1. IN RESPONSE TO A QUESTION MAY 10 ON GOB INTENTIONS WITH REGARD TO WHAT HAS BECOME AN ANNUAL CIVIL SERVICE PAY INCREASE AT THIS TIME OF YEAR, MINISTER OF FINANCE, IBRAHIM ABDULKARIM, TALKED AT SOME LENGTH ON GOB PERSONNEL POLICY. HE SAID THAT THERE WOULD BE NO RPT NO GENERAL GOVERNMENT WAGE INCREASE THIS YEAR. GOB WISHES AVOID THE UPWARD PRESSURES ON ALL WAGES WHICH GOB'S ANNUAL ACROSS-THE-BOARD INCREASES HAVE GENERATED IN THE PAST. THERE ARE GOING TO BE SOME QUIET, UNANNOUNCED WAGE AND POSITION ADJUSTMENTS SINCE THE MINISTER DISCOVERED THAT ABOUT 60 PERCENT OF CIVIL SERVANTS DID NOT RECEIVE THE JANUARY STEP INCREASE AS THEY ALREADY WERE AT THE TOP OF THEIR POSITION SCALE.

2. ANY INCREASE IN TOTAL WAGE COSTS WOULD HAVE TO BE ABSORBED
LIMITED OFFICIAL USE

LIMITED OFFICIAL USE

PAGE 02 MANAMA 01087 131055Z

BY EACH MINISTRY WITHIN THE EXISTING BUDGET. THIS MIGHT INVOLVE ABOLISHING UNFILLED SLOTS AND SOME LAYOFFS. AS AN EXAMPLE, THE MINISTER SAID THAT GOB EMPLOYED 1,500 TEABOYS/ MESSENGERS. HE SAID THAT THE GOB HAS CONCENTRATED FOR SOME TIME ON DEVELOPING POSITION DESCRIPTIONS AND CLASSIFICATIONS AND IT WAS NOW TIME TO LOOK AT STAFFING PATTERNS.

3. COMMENT: THIS INFORMATION CONFIRMS WHAT AMERICAN DIRECTOR OF GOB CIVIL SERVICE TOLD EMBOFFS EARLIER. THE CIVIL SERVICE COMMISSION RECENTLY BROUGHT RECRUITMENT OF EXPATRIATES UNDER CENTRAL CONTROL AND REGULATION. IF THE NEXT STEP OF TIGHTENING STAFFING PATTERNS IS SUCCESSFUL, BAHRAIN COULD WELL HAVE, STRUCTURALLY, ONE OF THE FEW GOOD CIVIL SERVICE SYSTEMS IN THIS REGION OR IN THE DEWIWOPING WORLD. THE STAYING POWER OF THE AMERICAN, DIRECT-HIRE CIVIL SERVICE DIRECTOR IS NOTABLE HERE. HE HAS BEEN REGULARLY BREAKING EXPATRIATE RICE BOWLS WITH LIMITED RECRUITMENT AND LIMITED TENURE. HE HAS TAKEN CHERISHED PEROGATIVES OF HIRING AND CLASSIFICATION FROM MINISTERS AND OTHER SENIOR BAHRAINIS. IN SPITE OF GRUMBLING FROM POWERFUL AND LONG-TERM EXPATRIATES AND A FEW SENIOUR BAHRAINIS, HE CONTINUES TO MAINTAIN THE CONFIDENCE OF THE PRIME MINISTER. HE HAS OUTLASTED THE THREE MONTH TENURE PREDICTED FOR HIM EIGHTEEN MONTHS AGO BY MANY WHEN HE FIRST ANNOUNCED HIS PROGRAM AND APPEARS GOOD FOR THE 2 - 3 YEARS HE BELIEVES NECESSARY TO CONSOLIDATE HIS PROGRAM.
CLUVERIUS

LIMITED OFFICIAL USE

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 jan 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: WAGES
Control Number: n/a
Copy: SINGLE
Draft Date: 13 may 1978
Decaption Date: 01 jan 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1978MANAMA01087
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: N/A
Errors: N/A
Expiration:
Film Number: D780204-0561
Format: TEL
From: MANAMA
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1978/newtext/t19780560/aaaabzhi.tel
Line Count: 82
Litigation Code IDs:
Litigation Codes:
Litigation History:
Locator: TEXT ON-LINE, ON MICROFILM
Message ID: f9a31c9f-c288-dd11-92da-001cc4696bcc
Office: ACTION NEA
Original Classification: LIMITED OFFICIAL USE
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 2
Previous Channel Indicators: n/a
Previous Classification: LIMITED OFFICIAL USE
Previous Handling Restrictions: n/a
Reference: n/a
Retention: 0
Review Action: RELEASED, APPROVED
Review Content Flags:
Review Date: 05 may 2005
Review Event:
Review Exemptions: n/a
Review Media Identifier:
Review Release Date: N/A
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 2697880
Secure: OPEN
Status: NATIVE
Subject: GOB CIVIL SERVICE ORGANIZATION AND WAGES
TAGS: ELAB, BA
To: STATE
Type: TE
vdkgvwkey: odhc://SAS/SAS.dbo.SAS_Docs/f9a31c9f-c288-dd11-92da-001cc4696bcc
Review Markings:
Sheryl P. Walter
Declassified/Released
US Department of State
EO Systematic Review
20 Mar 2014
Markings: Sheryl P. Walter Declassified/Released US Department of State EO Systematic Review 20 Mar 2014